

Suggestion Award Payments

**DELPHI CORPORATION**

September 18, 2003

International Union, United Automobile  
Aerospace and Agricultural Implement  
Workers of America, UAW  
8000 East Jefferson Avenue  
Detroit, MI 48214

Attn: Mr. Richard Shoemaker  
Vice President and Director  
General Motors Department

Dear Mr. Shoemaker:

During these negotiations, the parties discussed the  
process for Employees to defer Suggestion Award  
Payments into their Personal Savings Plan (PSP)  
account. It was noted that Employees currently have  
the ability to defer their Suggestion Award Payments,  
up to the maximum Plan contribution rate.

The Union requested that Employees be permitted to  
defer up to 100% of their Suggestion Award Payments  
into the PSP. The parties discussed the payment  
process for Suggestion Award Payments with the  
expectation of implementing a lump sum deferral  
feature of 100% of such payment into the PSP, up to the  
annual IRS dollar limits.

Suggestion Award Payments

The implementation date of the PSP deferral feature on Suggestion Award Payments will commence on or before January 1, 2005. This is due to the programming requirements for the Payroll System as well as the establishment of necessary financial and administrative processes, including a separate deferral election for an Employee's Suggestion Award.

Very truly yours,

DELPHI CORPORATION

Kevin M. Butler  
Vice President  
Human Resource Management

Accepted and Approved:

INTERNATIONAL UNION, UNITED AUTOMOBILE,  
AEROSPACE AND AGRICULTURAL IMPLEMENT  
WORKERS OF AMERICA, UAW

By: Richard Shoemaker

529 College Savings Plan(s)

**DELPHI CORPORATION**

September 18, 2003

International Union, United Automobile  
Aerospace and Agricultural Implement  
Workers of America, UAW  
8000 East Jefferson Avenue  
Detroit, MI 48214

Attn: Mr. Richard Shoemaker  
Vice President and Director  
General Motors Department

Dear Mr. Shoemaker:

During these negotiations, the parties discussed the  
Union's interest in communicating information  
regarding 529 College Savings Plan(s) to hourly  
Employees. To this end, the parties agreed that Delphi  
will prepare a communication brochure intended to  
inform hourly Employees on the advantages of  
establishing a 529 College Savings Plan(s).

The decision to participate in a 529 College Savings  
Plan(s) will be on a voluntary basis handled directly  
between the employee and the plan's respective  
provider. It is clearly understood that neither Delphi  
nor the Union will have any administrative or fiduciary  
responsibility with regard to these 529 College Savings  
Plan(s).

Very truly yours,

DELPHI CORPORATION

Kevin M. Butler  
Vice President  
Human Resource Management

Accepted and Approved:

INTERNATIONAL UNION, UNITED AUTOMOBILE,  
AEROSPACE AND AGRICULTURAL IMPLEMENT  
WORKERS OF AMERICA, UAW

By: Richard Shoemaker

## NOTES

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## 2003

JANUARY						FEBRUARY						MARCH							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	F	S	
						1	1	2	3	4		1	2	3	4	5	6	7	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	9	10	11	12	13	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	16	17	18	19	20	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	23	24	25	26	27	
26	27	28	29	30	31		23	24	25	26	27	28		29	30	31			
APRIL						MAY						JUNE							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5	6	7		
6	7	8	9	10	11	12	4	5	6	7	8	9	10	11	12	13	14		
13	14	15	16	17	18	19	11	12	13	14	15	16	17	18	19	20	21		
20	21	22	23	24	25	26	18	19	20	21	22	23	24	25	26	27	28		
27	28	29	30	31			25	26	27	28	29	30	31						
JULY						AUGUST						SEPTEMBER							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5	6			
6	7	8	9	10	11	12	3	4	5	6	7	8	9	10	11	12	13		
13	14	15	16	17	18	19	10	11	12	13	14	15	16	17	18	19	20		
20	21	22	23	24	25	26	17	18	19	20	21	22	23	24	25	26	27		
27	28	29	30	31			24	25	26	27	28	29	30	31					
OCTOBER						NOVEMBER						DECEMBER							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5	6			
5	6	7	8	9	10	11	2	3	4	5	6	7	8	9	10	11	12		
12	13	14	15	16	17	18	9	10	11	12	13	14	15	16	17	18	19		
19	20	21	22	23	24	25	16	17	18	19	20	21	22	23	24	25	26		
26	27	28	29	30	31		23	24	25	26	27	28	29	30	31				

## 2004

JANUARY						FEBRUARY						MARCH							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5	6			
4	5	6	7	8	9	10	2	3	4	5	6	7	8	9	10	11	12		
11	12	13	14	15	16	17	8	9	10	11	12	13	14	15	16	17	18		
18	19	20	21	22	23	24	15	16	17	18	19	20	21	22	23	24	25		
25	26	27	28	29	30	31	22	23	24	25	26	27	28	29	30	31			
APRIL						MAY						JUNE							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5				
4	5	6	7	8	9	10	2	3	4	5	6	7	8	9	10	11	12		
11	12	13	14	15	16	17	9	10	11	12	13	14	15	16	17	18	19		
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25	26	27	28	29	30	31	23	24	25	26	27	28	29	30	31				
JULY						AUGUST						SEPTEMBER							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5				
4	5	6	7	8	9	10	2	3	4	5	6	7	8	9	10	11	12		
11	12	13	14	15	16	17	9	10	11	12	13	14	15	16	17	18	19		
18	19	20	21	22	23	24	15	16	17	18	19	20	21	22	23	24	25		
25	26	27	28	29	30	31	22	23	24	25	26	27	28	29	30	31			
OCTOBER						NOVEMBER						DECEMBER							
S	M	T	W	T	F	S	S	M	T	W	F	S	S	M	T	W	T	F	S
						1	1	2	3		1	2	3	4	5				
3	4	5	6	7	8	9	2	3	4	5	6	7	8	9	10	11	12		
10	11	12	13	14	15	16	9	10	11	12	13	14	15	16	17	18	19		
17	18	19	20	21	22	23	14	15	16	17	18	19	20	21	22	23	24		
24	25	26	27	28	29	30	21	22	23	24	25	26	27	28	29	30	31		

## 2005

JANUARY						FEBRUARY						MARCH					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1						1	1	2	3	4	5	6	1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12	6	7	8	9
9	10	11	12	13	14	15	13	14	15	16	17	18	19	13	14	15	16
16	17	18	19	20	21	22	20	21	22	23	24	25	26	20	21	22	23
23	24	25	26	27	28	29	27	28						27	28	29	30
30	31													31			
APRIL						MAY						JUNE					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1	2					1	2	3	4	5	6	7	1	2	3	4	
3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8
10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15
17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22
24	25	26	27	28	29	30	29	30	31					26	27	28	29
JULY						AUGUST						SEPTEMBER					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1	2					1	2	3	4	5	6	7	1	2	3	4	
3	4	5	6	7	8	9	7	8	9	10	11	12	13	4	5	6	7
10	11	12	13	14	15	16	14	15	16	17	18	19	20	11	12	13	14
17	18	19	20	21	22	23	21	22	23	24	25	26	27	18	19	20	21
24	25	26	27	28	29	30	28	29	30	31				25	26	27	28
OCTOBER						NOVEMBER						DECEMBER					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1						1	2	3	4	5	6	7	1	2	3	4	
2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7
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16	17	18	19	20	21	22	19	20	21	22	23	24	25	19	20	21	22
23	24	25	26	27	28	29	27	28	29	30				25	26	27	28
30														31			

## 2006

JANUARY						FEBRUARY						MARCH					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11	5	6	7	8
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22	23	24	25	26	27	28	19	20	21	22	23	24	25	19	20	21	22
29	30	31					26	27	28					26	27	28	29
APRIL						MAY						JUNE					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1						1	2	3	4	5	6	7	1	2	3	4	
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7
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16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21
23	24	25	26	27	28	29	28	29	30	31				25	26	27	28
30														31			
JULY						AUGUST						SEPTEMBER					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1						1	2	3	4	5	6	7	1	2	3	4	
2	3	4	5	6	7	8	6	7	8	9	10	11	12	3	4	5	6
9	10	11	12	13	14	15	13	14	15	16	17	18	19	10	11	12	13
16	17	18	19	20	21	22	20	21	22	23	24	25	26	17	18	19	20
23	24	25	26	27	28	29	27	28	29	30	31			24	25	26	27
30	31													31			
OCTOBER						NOVEMBER						DECEMBER					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	F
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4
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22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20
29	30	31					26	27	28	29	30			31			

## 2007

<b>JANUARY</b>						<b>FEBRUARY</b>						<b>MARCH</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6		1	2	3	4	5	6	7	1	2	3	
7	8	9	10	11	12	13	4	5	6	7	8	9	10	4	5	6	7
14	15	16	17	18	19	20	11	12	13	14	15	16	17	11	12	13	14
21	22	23	24	25	26	27	18	19	20	21	22	23	24	18	19	20	21
28	29	30	31				25	26	27	28				25	26	27	28
<b>APRIL</b>						<b>MAY</b>						<b>JUNE</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20
29	30						27	28	29	30	31			24	25	26	27
<b>JULY</b>						<b>AUGUST</b>						<b>SEPTEMBER</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	
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15	16	17	18	19	20	21	12	13	14	15	16	17	18	9	10	11	12
22	23	24	25	26	27	28	19	20	21	22	23	24	25	16	17	18	19
29	30	31					26	27	28	29	30	31		23	24	25	26
<b>OCTOBER</b>						<b>NOVEMBER</b>						<b>DECEMBER</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	
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22	23	24	25	26	27	28	18	19	20	21	22	23	24	16	17	18	19
29	30	31					25	26	27	28	29	30	31	23	24	25	26

## 2008

<b>JANUARY</b>						<b>FEBRUARY</b>						<b>MARCH</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	
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15	16	17	18	19	20	21	10	11	12	13	14	15	16	9	10	11	12
22	23	24	25	26	27	28	17	18	19	20	21	22	23	16	17	18	19
29	30	31					24	25	26	27	28	29	30	30	31		
<b>APRIL</b>						<b>MAY</b>						<b>JUNE</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4
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22	23	24	25	26	27	28	18	19	20	21	22	23	24	22	23	24	25
29	30	31					25	26	27	28	29	30	31	29	30		
<b>JULY</b>						<b>AUGUST</b>						<b>SEPTEMBER</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4
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22	23	24	25	26	27	28	17	18	19	20	21	22	23	21	22	23	24
29	30	31					24	25	26	27	28	29	30	28	29	30	
<b>OCTOBER</b>						<b>NOVEMBER</b>						<b>DECEMBER</b>					
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4
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15	16	17	18	19	20	21	9	10	11	12	13	14	15	14	15	16	17
22	23	24	25	26	27	28	16	17	18	19	20	21	22	21	22	23	24
29	30	31					23	24	25	26	27	28	29	28	29	30	31